

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

WHO RESPONDED

USAID 40% response rate GOVERNMENTWIDE 49% response rate

STRENGTHS AND CHALLENGES

STRENGTHS

CHALLENGES

GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	98%	97%
8. I am constantly looking for ways to do my job better.	93%	92%
13. The work I do is important.	86%	92%
12. I know how my work relates to the agency's goals and priorities.	82%	85%
5. I like the kind of work I do.	81%	85%

33. Pay raises depend on how well employees perform their jobs.	53%	47%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	45%	41%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	44%	34%
24. In my work unit, differences in performance are recognized in a meaningful way.	38%	34%
10. My workload is reasonable.	38%	24%

INCREASES AND DECREASES

INCREASE

DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.
18. My training needs are assessed.	38%	45%	+7
79. How satisfied are you with the following Work/Life programs in your agency? Telework	41%	48%	+7
62. Senior leaders demonstrate support for Work/Life programs.	45%	51%	+6
54. My organization's leaders maintain high standards of honesty and integrity.	58%	63%	+5
68. How satisfied are you with the training you receive for your present job?	48%	53%	+5

	2010	2011	Diff.
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	38%	22%	-16
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	19%	11%	-8
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	17%	9%	-8
25. Awards in my work unit depend on how well employees perform their jobs.	50%	43%	-7
70. Considering everything, how satisfied are you with your pay?	70%	63%	-7

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.

USAID
GOVERNMENTWIDE

LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT



JOB SATISFACTION



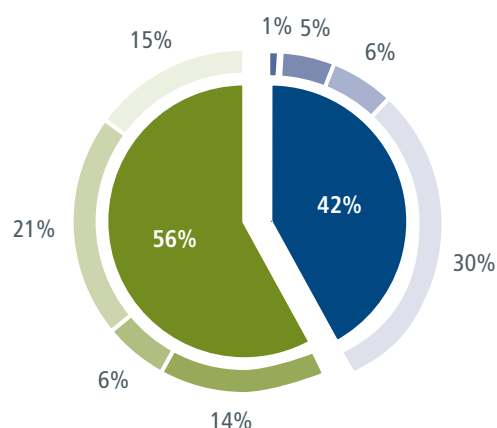
YOUR AGENCY RANKINGS (OUT OF 37 AGENCIES)

22nd on Leadership & Knowledge Management
22nd on Talent Management

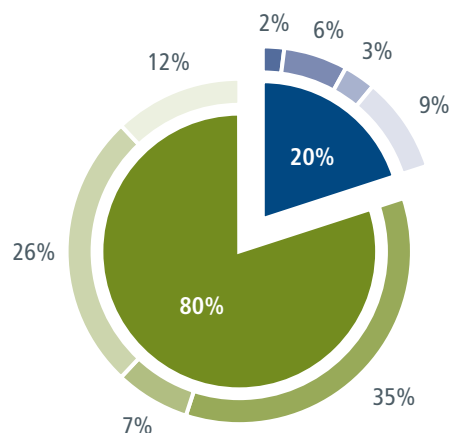
23rd on Results-Oriented Performance Culture
28th on Job Satisfaction

TELEWORK

USAID



GOVERNMENTWIDE



TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

Note: The sum of percentages may not add to 100 due to rounding.



U.S. Office of Personnel Management
1900 E Street NW, Washington, DC 20415
www.FedView.opm.gov